



## KIMICHI SCHOOL BEHAVIOUR POLICY

Houses: Osbourne (Ozzy – Black Sabbath) (purple)

Elgar (Edward – Classical) (yellow)

Coleridge (flame)

Hamilton (Andy – b. Jamaica 1918 jazz sax) (red)

### School stages

Quavers:			Yrs			5,6
Lower	School	1	&	2:	Yrs	7,8
Intermediates:			Yrs			9
Lower		Seniors:		Yr		10
Upper		Seniors		Yr		11
Sixth Form						

### Rewards and Sanctions

The school has a clear set of rewards and sanctions that are communicated to staff, students and parents through the staff and student planners, as well as posters displayed prominently throughout the school.

### Expectations and Involvement of Staff

All staff are expected, by example, to encourage good behaviour and respect for others in students, and to apply all rewards and sanctions fairly and consistently. Overall responsibility for behaviour lies with the

Headteacher and teachers. Staff input to policy is encouraged and welcomed through formal and informal conversation with the Headteacher.

## **Expectations and Involvement of Students**

Students are expected to conform to all the school expectations and rules and to involve themselves fully in all aspects of school life. Good work and behaviour is recognised through the school rewards systems. Failure to conform to school rules and expectations will result in sanctions being imposed. Student input to the school behaviour policy is encouraged through the school council. The school council has the power to discipline students if necessary, up to and including suspension, and helps formulate school rules to be adopted by the whole school. As such, members are expected to understand and respect their responsibilities. Student questionnaires or discussions are to be used to seek student opinion and encourage input into school policy.

Students will create and sign their own behaviour mantra at the beginning of every school year.

Refusing to take part in music, music lessons, performances or any other music-related business related to the school will be taken incredibly seriously. Repeated instances will lead to an accrual of strikes that could mean school council intervention. These are legitimate aims of the school and removal of a student who will not participate or otherwise make the experience negative for others (by intentionally missing events) will be seen as proportionate means.

Management of everyday school issues:

Pupil

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Lower School Vice Captain (for Lower School)

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Lower School Captain (for Lower School)

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Head of House (for all students)  
|  
School Vice Captain  
|  
School Captain  
|  
Staff  
|  
DHT/HT

All staff may be approached to assist in dealing with any and all behaviour issues at any point however.

### **Expectations and Involvement of Parents**

Parents will be involved in discipline issues as appropriate. They may be informed of a problem or sanction by letter, email or by phone. In more serious situations, parents will be required to come into the school to meet with the Headteacher and / or school council. Parent questionnaires are to be used to seek parental opinions on this, and other aspects, of the school. Parents' views are always welcome under the Kimichi ethos of 'in it together'.

### **Equal Opportunities**

All rewards and sanctions will be applied fairly and consistently and in accordance with the school's Equal Opportunities Policy. Where misbehaviour is related to a mental or physical disability, reasonable adjustment will be made in dealing with the student concerned.

### **Rewards:**

The school believes in individual encouragement through the use of certificates, shields and cups, but encourages pupils to work towards a common goal, ie. house points for house rewards at the end of the year.

Can be given for excellent; Work, Behaviour, Helpfulness, Community Spirit (eg. picking up rubbish, helping with books, clearing up etc.), Musicianship.

House points to be added into school points weekly.

Merit certificates can be handed out at Staff's discretion for excellent work/meritous behaviour.

Other rewards may be given at staff's discretion (such as choosing the changeover music, small prize etc.)

Tie pins will be awarded for excellence in sport and music at any point in the term, and handed out at the end of term assembly at staff discretion. These are as follows;

Full purple: all round excellence in musicianship

Full red: deportment

Full yellow: sport/sportsmanship

Full (dark) green: academic achievement

A merit cup will be given at the end of each year for the pupil that has gained the most house points/gold stars.

School cups or shields will be given at the end of the academic year to students to be recognised for Effort / Progress and for Achievement in each academic and vocational subject. A variety of other certificates and shields can also be awarded for outstanding effort / progress or achievement in academic or vocational areas and for Service to the School.

The house with the most points at the end of the academic term will be able to choose a trip/treat that they wish to go on. Only pupils with more than 10 points (ie. have contributed to the winning amount) will go on

the trip as voted by the school council July 2017.

### **Consequences:**

Pupils must abide by the laws of the school. The school council will discuss, decide and vote on all rules of the school, but there are 4 laws of the school that will always apply. These will also be displayed prominently throughout the school.

1. Show respect: earn respect.
2. The school council rules.
3. Be a responsible citizen.
4. Be prepared for school.

For such things as: Shouting out, answering back, language and other small disturbances;

Simple disturbances in class should be dealt with accordingly:

- verbal warning;
- pupil moved to another seat;
- punishment exercise;
- referred to a senior member of staff;
- excluded from class;

If disruption continues, or escalates, the pupil is to be given a strike, (marked in journal and form register).

School council is to be made up of all pupils wherever possible, but if not, then heads of houses and school captains can deputise.

Any decisions made by the school council MUST be discussed, voted on and documented. School council hears teachers/other pupils report and then hears what the pupil has to say, then passes judgement.

School council has the powers to award such things as lunch detention, work (essays, lines), cleaning up. They are not limited to the above, and are encouraged to make the consequence best fit the individual disturbance. Should the pupil appear before the school council five times or more in one term for behavioural issues, this will mean a suspension of such time as decreed by the school council up to a week. The pupil will be expected to catch up on any work missed. Only the school council has the power to plead against suspension.

Behaviour policy must also follow;

- The need for consistency among teachers in their use of sanctions and rewards; (This means a lot of time spent in discussion, setting up the system and explaining its rationale and a reduction in teachers' autonomy.)
- The need for all staff to recognise additional needs of the students and how some of these behaviours may manifest themselves as choices (ADHD/ASC meltdowns etc.). These should, in the first instance - and in line with EHCP Section F provision (check with the SENDCo or HT), be treated calmly and not immediately as a poor behavior choice. Typical treatment of such a situation might see the student in the office or other space to calm down before an analysis of the situation takes place. For us, this is an example of reasonable adjustment of this policy to accommodate complex additional needs;
- regular monitoring of how the system is working, looking at patterns of positive and negative referrals, investigating variation amongst departments or stages and taking steps to ensure consistency;

- avoiding rewards which have a monetary value or which signal that school work is not valued - for example being allowed to arrive late or being excused homework;
- ensuring that praise is genuine and deserved not routine and meaningless;
- keeping the system fresh and meaningful - each year with the arrival of a new set of pupils it needs to be reintroduced.

The following should be noted as statutory:

Any pupils involved in any type of physical altercation will be immediately suspended, and, subject to school council discipline, runs the risk of being permanently expelled.

The following appendices are included in the expulsion and suspensions policy. The inclusion of these appendices should not be taken as an indication that any of these areas are, or have been, of significant concern at Kimichi.

## **Appendix 1**

### **Policy on Physical Contact with Pupils and 'Reasonable Force'**

The school adopts the guidelines set out in the Department for Education (DfE) document 'Use of Reasonable Force – Advice for head teachers, staff and governing bodies'. This document can be downloaded from the DfE website [www.education.gov.uk](http://www.education.gov.uk). Physical force is never used as a means of punishment at Kimichi. However, there are occasions in which physical contact with a student is proper and necessary. Examples include:

- When demonstrating an exercise or technique in dance or drama classes

- When administering First Aid
- When comforting a distressed student
- When congratulating or praising a student

In addition, the law empowers those working in schools to use 'reasonable force' when this is deemed necessary. 'Reasonable force' can be used to either control or restrain. At Kimichi, this would only ever be used as a last resort and in the very unlikely circumstances that it was necessary to restrain or control a student in order to prevent them from hurting themselves or others, from damaging property or from causing disorder.

## **Appendix 2 Policy on Screening, Searching and Confiscation**

The school adopts the guidelines set out in the Department for Education (DfE) document 'Screening, Searching and Confiscation – Advice for head teachers, staff and governing bodies'. This document can be downloaded from the DfE website [www.education.gov.uk](http://www.education.gov.uk) Screening is not used at Kimichi. The Headteacher and any staff authorised by them, would use the statutory power to search students or their possessions, without consent, if the school suspected the student had certain prohibited items. The items that can be searched for under this statutory power are knives or weapons, alcohol, illegal drugs, vapes and stolen items. School staff can search a student and their possessions, with consent, for any other items banned under the Kimichi school rules. Any search would be carried out in accordance with DfE guidance and the schools Restraint Policy. School staff can confiscate any banned or prohibited item found as a result of a search which they consider harmful or detrimental to school discipline. Confiscated items will be dealt with in accordance with DfE guidance.

This policy agreed on (date) 29<sup>th</sup> August 2024



By

(name) Kirstie Berry

(position) Chair of Governors

Review date 29<sup>th</sup> August 2025